

Geographic Area

The breakout by geographic area was 179 urban, 323 rural, and 192 frontier surveys. As seen in Figure 5, urban areas had the highest return rate with 95 percent. The frontier areas had the next highest return rate with 91.1 percent. Rural areas had the third highest return rate with 82.7 percent.

Figure 6 indicates that in 2005, 46.5 percent of all full-time budgeted positions and 33.5 percent of all part-time budgeted positions were located in the urban geographic areas, but they accounted for only 22.1 percent of all budgeted vacancies, full-time and part-time combined in 2005. In comparison in 2004, 47.4 percent of full-time budgeted positions and 39.2 percent of part-time budgeted positions were located in the urban geographic areas, but they accounted for only 23.7 percent of all budgeted vacancies in 2004, full-time and part-time combined.

This means that in 2005, 77.9 percent of the full-time and part-time budgeted vacancies reported were in rural and frontier geographic areas a 2.1 percent increase from 76.3 percent in 2004. In addition in 2005, 58.5 percent of turnovers were in frontier and rural geographic areas a 10.6 percent increase from 52.9 percent in 2004. Therefore, the percent of budgeted vacancies, full-time and part-time, and the percent of turnovers in rural and frontier areas are on the rise.

Urban Defined

An area having a population center of 50,000 or more.

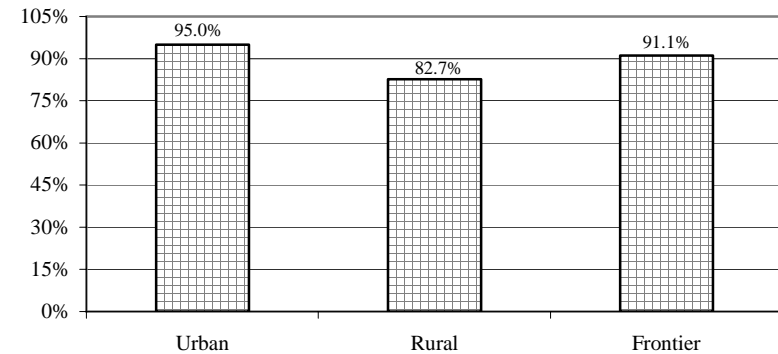
Rural Defined

Population density of more than six persons per square mile but no population centers of 50,000 or more.

Frontier Defined

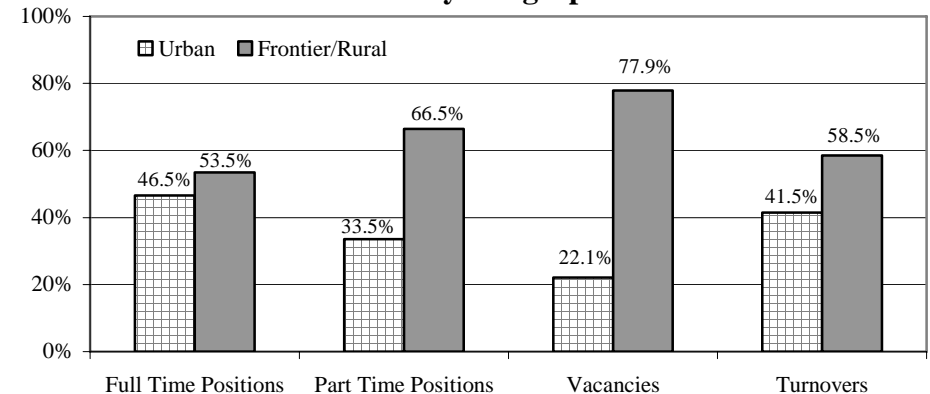
Population density of six or less persons per square mile.

Figure 5
Percent of Surveys Received by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 6
Percent of Full-Time Positions, Part-Time Positions, Combined Budgeted Vacancies and Combined Turnovers by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

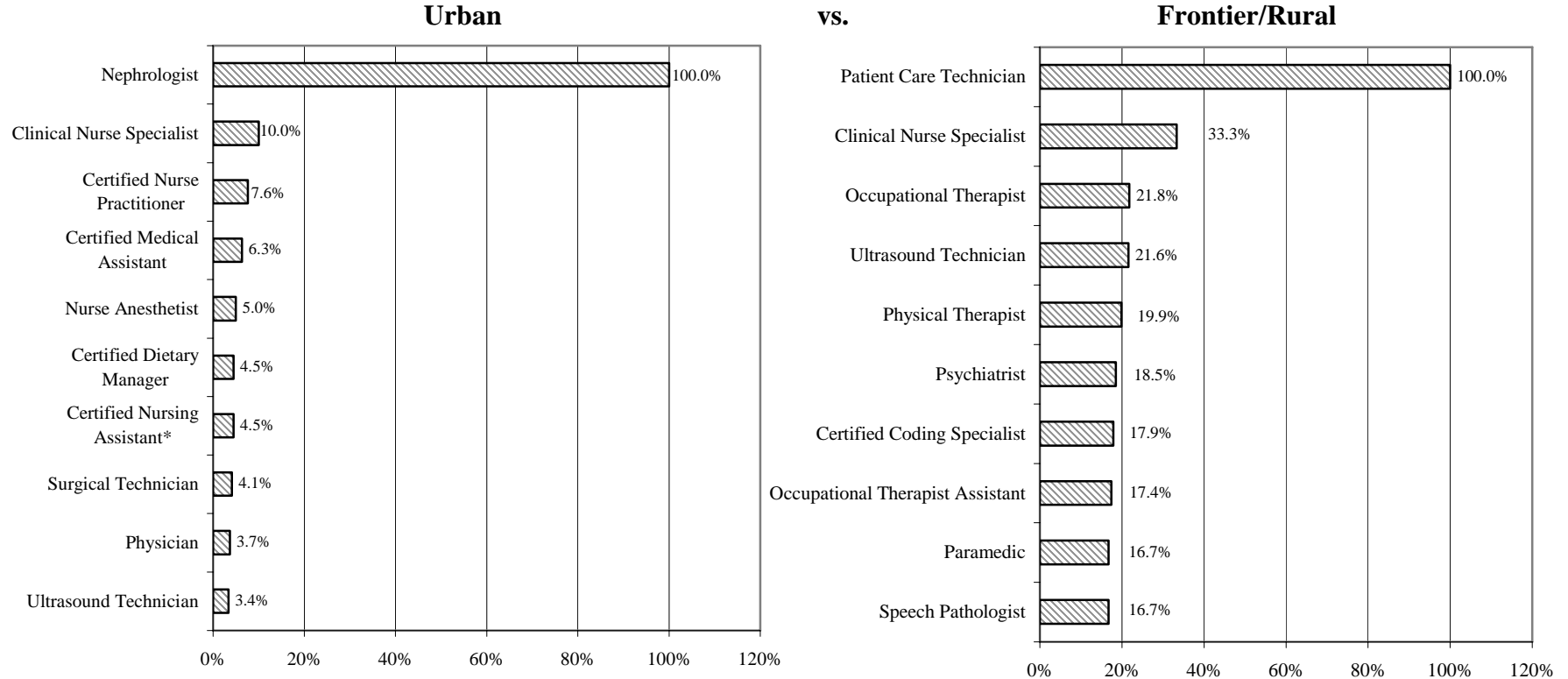
Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers see, Appendix A.

The positions with the highest percent of vacancy in the urban and frontier/rural geographic areas are reflected in Figure 7. These positions had the highest percentage of vacancies of budgeted positions. Nephrologist had the highest vacancy rate in urban geographic areas with 100 percent, followed by clinical nurse specialist with 10 percent, and certified nurse practitioner with 7.6 percent. In the frontier/rural geographic areas patient

care technician had the highest vacancy rate with 100 percent, followed by clinical nurse specialist with 33.3 percent, and occupational therapist with 21.8 percent. The percent of budgeted vacancies for facilities located in urban geographic areas was 2.4 percent, while the percent of budgeted vacancies for facilities located in frontier/rural geographic areas was 7 percent.

Figure 7
Positions with the Highest Percent of Vacancies by Geographic Areas



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Vacancy numbers are as of January 31, 2005.

For definition of percent of vacancies, see Appendix A.

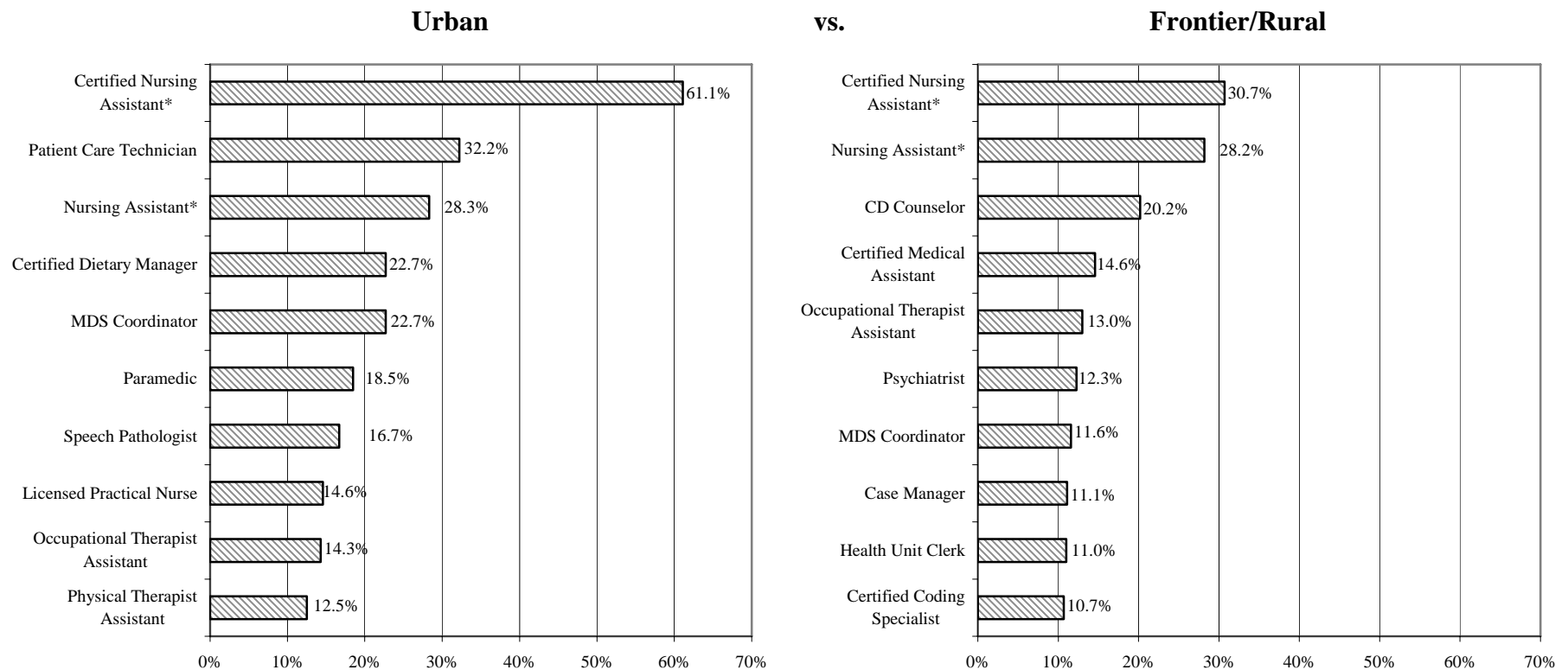
* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

The positions with the highest percent of turnovers in the urban and frontier/rural geographic areas are reflected in Figure 8. This means that these positions had the highest percentage of turnovers of budgeted positions. Certified nursing assistant had the highest turnover in urban geographic areas with 61.1 percent followed by patient care technician with 32.2 percent. Nursing assistant with 28.3 percent was the third highest turnover in the urban geographic areas. Certified nursing assistant also had the highest

turnover in frontier/rural geographic areas with 30.7 percent followed by nursing assistant with 28.2 percent. The third highest turnover in the frontier/rural area was CD counselor with 20.2 percent. The percent of turnovers for facilities located in urban geographic areas was 15.7 percent, while the percent of turnovers for facilities located in frontier/rural geographic areas was 15.2 percent.

Figure 8
Positions with the Highest Percent of Turnovers by Geographic Areas



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

For definition of percent of turnovers, see Appendix A.

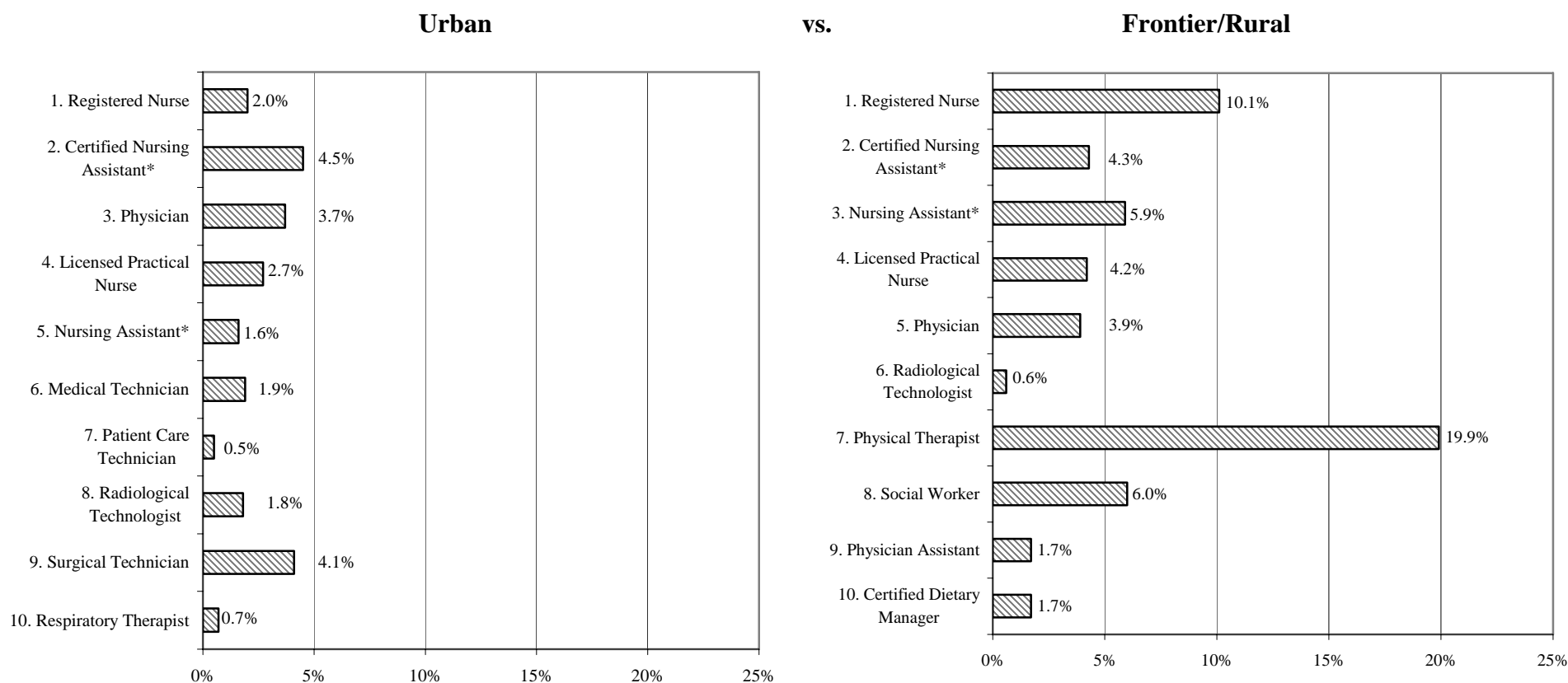
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Another way to look at vacancy percentages would be to list the top 10 budgeted full-time positions and their vacancy rate. Figure 9 displays the top 10 budgeted full-time positions and their vacancy rate. Of the top 10 budgeted full-time positions in the urban geographic areas, certified nursing assistant had the highest

vacancy rate with 4.5 percent, followed by surgical technician with 4.1 percent, and physician with 3.7 percent. In the frontier/rural geographic areas physical therapist had the highest vacancy rate with 19.9 percent, followed by registered nurse with 10.1 percent, and social worker with 6 percent.

Figure 9
Top Ten Budgeted Full-Time Positions and Percent of Vacancies



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Vacancy numbers are as of January 31, 2005.

For definition of percent of vacancies, see Appendix A.

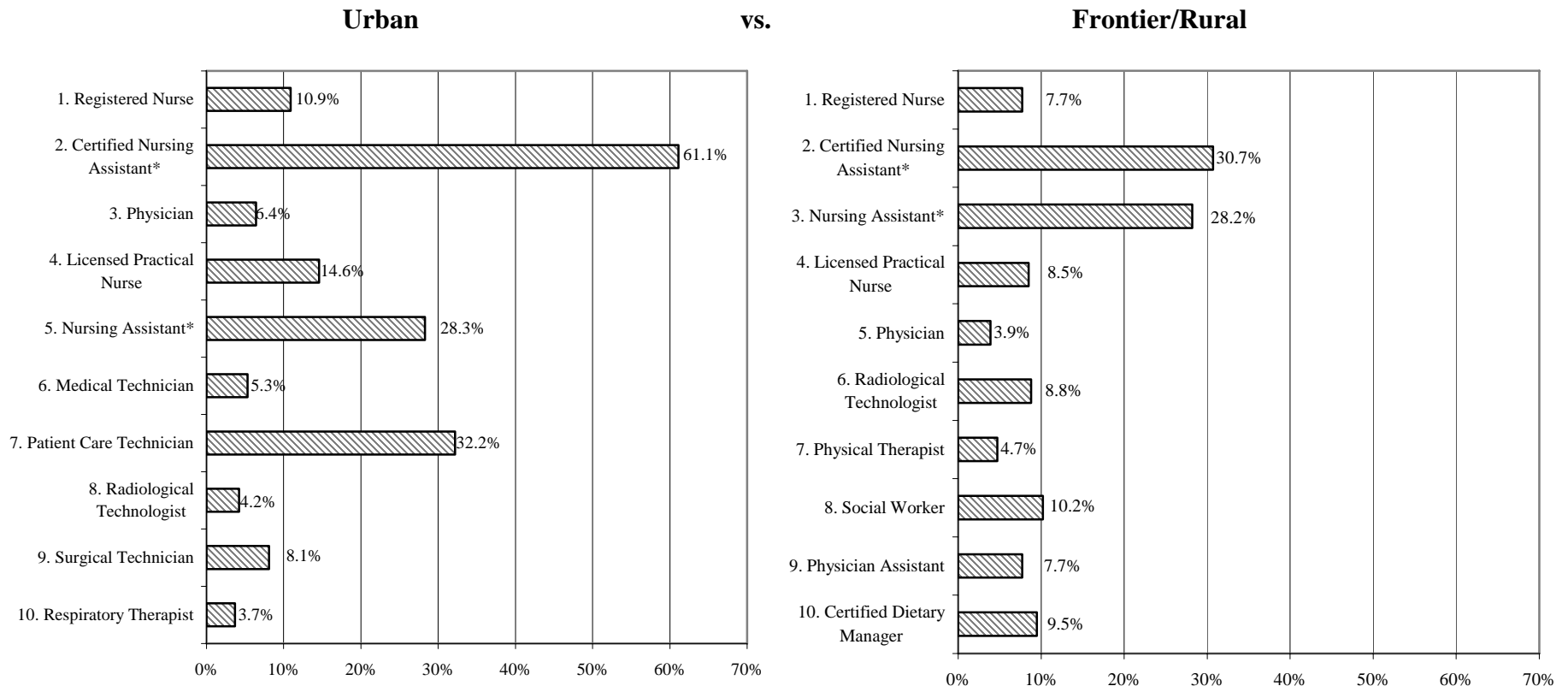
* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

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Another way to look at turnover percentages would be to list the top 10 budgeted full-time positions and their turnover rate. Figure 10 displays the top 10 budgeted full-time positions and their turnover rate. Of the top 10 budgeted full-time positions in the urban geographic areas certified nursing assistant had the highest turnover rate with 61.1 percent, followed by patient care

technician with 32.2 percent, and nursing assistant with 28.3 percent. In the frontier/rural geographic areas certified nursing assistant was also the highest with a turnover rate of 30.7 percent, followed by nursing assistant with 28.2 percent, and social worker with 10.2 percent.

Figure 10
Top Ten Budgeted Full-Time Positions and Percent of Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

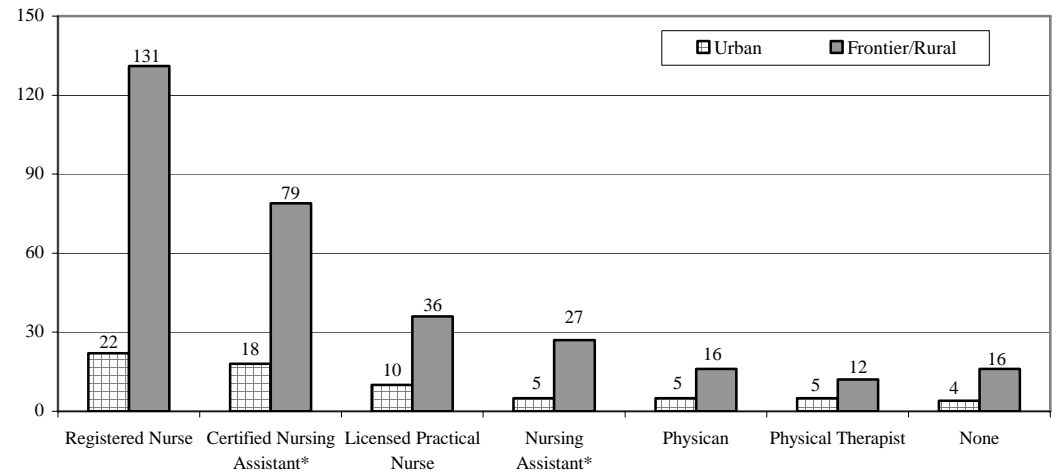
For definition of percent of turnovers, see Appendix A.

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Figure 11 shows hard-to-fill positions in urban and frontier/rural geographic areas. Registered nurse was indicated most frequently as a hard-to-fill position in both urban and frontier/rural geographic areas. Twenty-two of the 179 urban facilities indicated registered nurse as hard-to-fill while 131 of the 515 frontier/rural facilities indicated registered nurse as hard-to-fill. The second most frequently indicated position for both urban and frontier/rural area was certified nursing assistant. Eighteen facilities indicated certified nursing assistant as a hard-to-fill position in urban areas and 79 facilities indicated certified nursing assistant as a hard-to-fill position in frontier/rural areas.

Figure 11
Hard-to-Fill Positions by Geographic Area



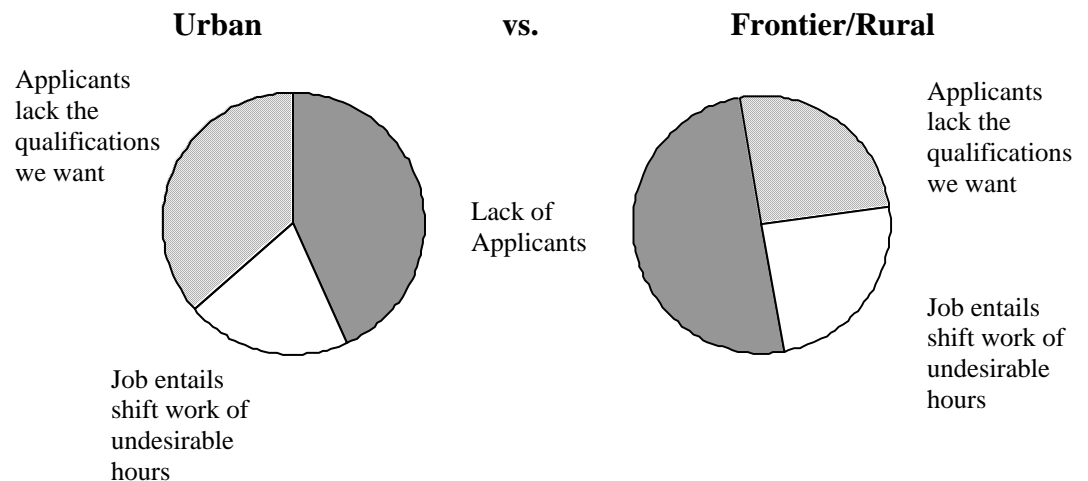
Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 12 shows the responses to why there were hard-to-fill vacancies for both urban and frontier/rural geographic areas. The number one reason for both urban and frontier/rural geographic areas was “lack of applicants.” The number two reason for both urban and frontier/rural geographic areas was “applicants lack the qualifications we want.” The number three reason for both urban and frontier/rural geographic areas was “job entails shift work of undesirable hours.”

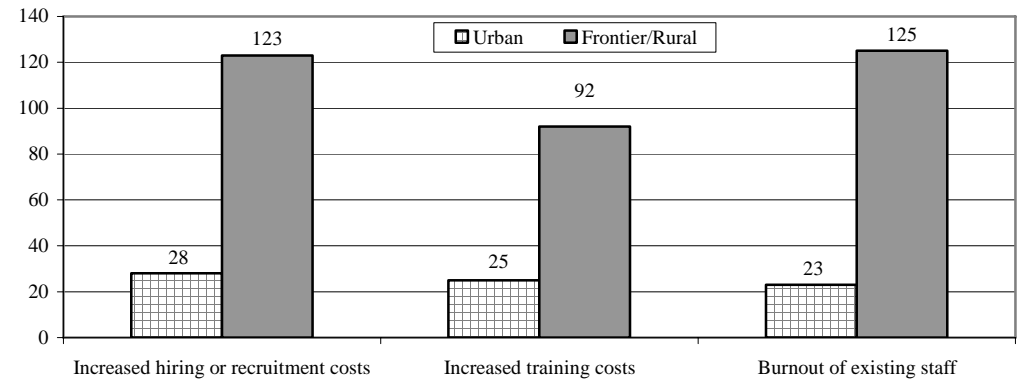
Figure 12
Responses to Why Positions Were Hard-to-Fill by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 13 shows the impact of vacancies or turnovers on an institution. The top response of the impact of vacancies or turnovers on an institution in urban geographic areas was “increased hiring or recruitment costs.” The second most frequently indicated response in urban geographic areas was “increased training costs” followed by “burnout of existing staff.” The top response of the impact of vacancies or turnovers on an institution in frontier/rural geographic areas was “burnout of existing staff,” followed by “increased hiring or recruitment costs,” and “increased training costs.”

Figure 13
Impact of Vacancies or Turnovers on an Institution by Geographic Area



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

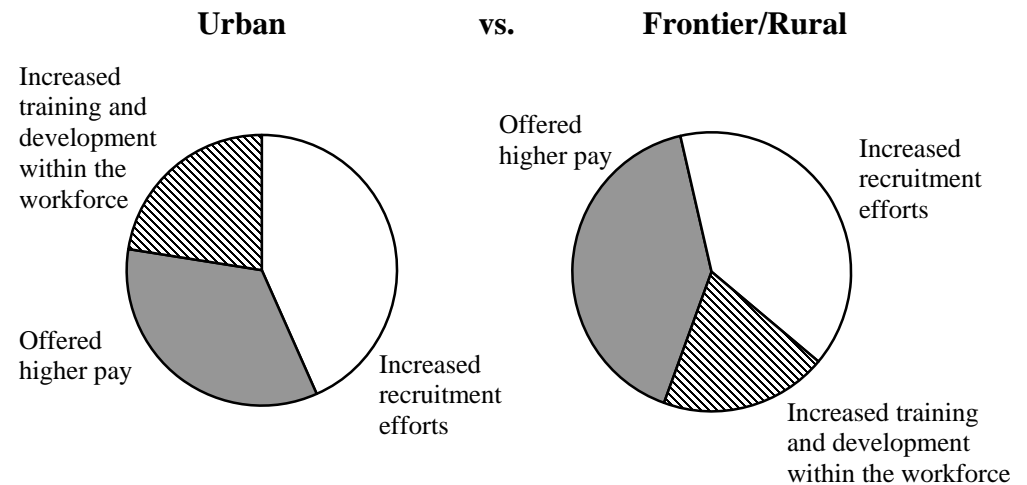
Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2005.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

Figure 14 illustrates the measures taken to tackle the problem of hard-to-fill vacancies. The number one measure taken for urban geographic areas was “increased recruitment efforts”; while the number one measure for frontier/rural geographic area was “offered higher pay.” “Offered higher pay” was the second measure taken for urban geographic areas; while the second measure taken for frontier/rural geographic areas was “increased recruitment efforts.” “Increased training and development within the workforce” was the number three measure taken in both urban and frontier/rural geographic areas.

Figure 14
Measures Taken to Tackle Hard-to-Fill Vacancies by Geographic Areas



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

